

Plymouth State University

FACULTY MEETING AGENDA

Wednesday, November 3, 2010
3:35 – 5:00 PM, Heritage Commons

- I. Accept the draft minutes of the October 6, 2010, meeting.** Minutes are available online on the Faculty Governance blog. You will be required to log in to myPlymouth to view the minutes. Use the headings to the left and click on “Faculty Meeting Minutes.” Then, in the right-hand column, click on the link below the title, “Faculty Meeting minutes, October 6, 2010, DRAFT.”

The Faculty Governance Blog may be found at <http://www.plymouth.edu/committee/faculty/> (note that this URL has changed from last year).

II. Reports

- A. Sara Jayne Steen, President
- B. Julie Bernier, Provost and Vice President for Academic Affairs
- C. Anne Lebreche, Chair, Faculty Welfare. The FWC will send the findings of the benefits survey from this summer, including the written comments, as a separate report to all faculty before November 3rd. They will take questions as needed.
- D. Brief reports from the Chair of the Dean search for the College of Education, Health, and Human Services and the Chair of the Dean search for the College of Arts and Sciences.

III. New Business

- A. **Resolutions of the Standing Committees—none.**
- B. **MOTION from the COUNCIL OF TEACHER EDUCATION** (Louise McCormack): To recommend the following ADA statement be included on all university syllabi.

Plymouth State University is committed to providing students with documented disabilities equal access to all university programs and facilities. If you think you have a disability requiring accommodations, you should immediately contact the PASS office in Lamson library (535-2270) to determine whether you are eligible for such accommodations. Academic accommodations will only be considered for students who have registered with the PASS Office. If you have a Letter of Academic Accommodation for this course from the PASS office, please provide the instructor with that information privately so that you and instructor can review those accommodations.

Note: this motion was unanimously endorsed by the Academic Affairs Committee.

C. MOTION from the ACADEMIC AFFAIRS COMMITTEE (Eric Hoffman): To add the following language to the Leave of Absence Policy under the subheading "Additional Conditions for a Leave of Absence":

Students are prohibited from participation on a study away program while withdrawn for health reasons or during their first semester following a leave of absence for medical reasons. Exceptions to this policy may be granted by the Associate Vice President for Undergraduate Studies and the Global Education Office. For more information contact the Global Education Office.

Note: the full text of the revised policy can be found in Appendix A: Leave of Absence and Return Policy on page 3.

D. MOTION from the CURRICULUM COMMITTEE (Wendy Palmquist): to establish a Bachelor of Science degree program in Nursing.

The following documents have been provided in support of this motion:

- Overview/Rationale for a B.S. in Nursing at PSU on page 4.
- Admission, Progression and Graduation Requirements on page 5.
- Curriculum Planning Guides for a B.S. in Nursing (see page 6) and a B.S. Completion in Nursing for RNs (see page 7).
- Course Descriptions of new courses on page 8.
- Required Resources on page 11.

E. Presentation of the plaques for the Distinguished Scholar and Distinguished Service Awards.

IV. *Brief Announcements*

Appendix A: Leave of Absence and Return Policy

Students may request a Leave of Absence from studies for one or two consecutive semesters' absence from Plymouth (this policy applies only to continuous fall and spring semesters; winter and summer sessions are not considered to be a part of a student's regular continuous enrollment). A Leave of Absence is appropriate if the student intends to return to the University following a temporary absence for compelling reasons, which may include but are not limited to: military service, family emergencies, or medical reasons. Eligible students who apply for and receive a Leave of Absence retain their status as an active student which guarantees retention of their Plymouth email account, access to myPlymouth, and the ability to register online. No readmission application or fees are required if the student re-enrolls for a fall or spring semester immediately following the leave of absence. If there is no intent to return to the University, or if a student is unable to return following the leave of absence period, the regular withdrawal procedure should be followed. If the university approves a leave of absence, a student receiving federal loans retains their in-school status for a maximum of 180 days.

Eligibility for a Leave of Absence

To be eligible for a leave of absence the following criteria must be met:

1. The student must be matriculated during the semester in which the leave of absence is requested.
2. The student must be in good academic standing.
3. The student must not be subject to university initiated disciplinary action.
4. The student must have no restrictions/holds on their registration.
5. The student must provide documentation to support the leave of absence request.

Additional Conditions for a Leave of Absence

1. Students have the right to request a Leave of Absence more than once, but may not exceed a total of two years for all approved requests.
2. Students have the right to return earlier than the initially agreed upon return date.
3. Students who do not return to Plymouth at the end of the Leave of Absence period will be withdrawn from the University and must follow all procedures for readmission if, in the future, they seek to re-enroll as a matriculated student.
4. Students are not eligible to receive financial aid payments from the University during the leave of absence period.
5. Plymouth State University will report any student granted a Leave of Absence as "approved leave of absence" in response to inquiries for enrollment verification.
6. Students may not live in on-campus residential facilities, attend classes, or seek/maintain university-sponsored employment during a leave of absence. Students may not enroll in Winterim or summer sessions if those alternative sessions fall within the time period of the requested leave of absence.
7. Students are responsible for understanding all implications of a Leave of Absence, including but not limited to the following:
 - Potential loss of financial aid
 - Potential loss of health insurance coverage

8. Students are prohibited from participation on a study away program while withdrawn for health reasons or during their first semester following a leave of absence for medical reasons. Exceptions to this policy may be granted by the Associate Vice President for Undergraduate Studies and the Global Education Office. For more information contact the Global Education Office.

Process for Requesting a Leave of Absence

To request a Leave of Absence a student must fill out a Plymouth State University *Request for Leave of Absence and Return* form. Upon completion, the form must be reviewed and approved by both the Associate Vice President for Undergraduate Studies and the Vice President for Student Affairs.

Appendix B: Nursing Program- Overview and Rationale

PSU proposes to add the Bachelor of Science degree in Nursing. There will be two routes to completion: A traditional BS in nursing, leading to the BS/RN credential; and the BS completion program for RN's, a program for students who have already earned the Associates degree in nursing and hold the RN credential and wish to complete their BS degree.

The Need: Since the 1990's there has been increasing concern about the nursing shortage. Most recent statistics from Dec 2009, by the Bureau of Labor Statistics (BLS) indicate that 518,500 new RN positions will be created by the year 2018 increasing the nursing shortage to over 800,000 nursing positions.* Research indicates the shortage is due primarily to a lack of nursing programs to meet the nation's needs. In 2008, the American Association of Colleges of Nursing (AACN) indicated that Nursing programs turned away nearly 50,000 qualified applicants.**

*(http://www.bls.gov/emp/ep_table_104.htm).

**(www.aacn.nche.edu/CAS/pdf/faq.pdf)

New Hampshire and Nursing.

According to the New Hampshire Economic and Labor Market Information Bureau, retail sales, wait staff and Registered Nurses "top the list of occupations with the most projected openings." As of July 2010 there were 613 openings annually in New Hampshire with a 31% increase projected over the 10-year period between 2006 and 2016. With 12,489 nurses employed in NH, that represents an additional 4000 nurses needed by 2016.* The BS in nursing at PSU would provide an additional 32 nursing graduates per year to the state of New Hampshire.

*(<http://www.nh.gov/nhes/elmi/projections.htm>).

The RN Completion program:

As part of this program, we would also offer the Bachelor's degree completion program for RN's. This is a program for Registered Nurses who have obtained the associates degree to earn and complete the Bachelor's degree.

Currently only 14% of baccalaureate prepared nurses stay in NH after graduation.

A Carnegie Foundation report recently called for a more highly educated nursing workforce. According to the report:

The national ratio of associate degree RN's to baccalaureate degree RN's is 3:2 while in New Hampshire it is 8.5:1.5 meaning New Hampshire has significantly more Associate degree prepared nurses than baccalaureate degree prepared nurses. Research indicates that the level of education is critical, with significantly better patient outcomes for baccalaureate prepared nurses.

PSU's B.S. degree completion program for RN's will provide more nurses prepared at the baccalaureate level to serve the healthcare needs of the state.

Admission, Progression and Graduation Requirements for Nursing Majors

Admission to the nursing program is competitive and is not guaranteed. Students must be admitted to the university and to the nursing program. A limited number of students will be admitted to the nursing program with the goal of enrolling 32 students by the time the clinical portion of the program begins. Admissions decisions are based upon the following criteria:

- Overall academic achievement (GPA).
- Particular emphasis is given to achievement in laboratory science courses.
- Quality of written essay.
- Experience in the field including volunteer work in healthcare. Letters from supervisor required.
- Personal character and professional references.

Progression to the clinical portion of the program (Winterim of junior year)

The clinical portion of the nursing program begins with a 2-credit Winterim course in the junior year. Beginning in the spring semester of the junior year, the nursing major is fulltime, 16 credits for four consecutive terms (i.e., spring, summer, fall, and spring). Students are eligible to sit for the RN licensure exam following the completion of the program. In order to continue in the program, **students must:**

- earn a minimum grade of “C” and in all prerequisite and required nursing courses and maintain a 2.5 grade-point average.
- provide their own uniforms, criminal background checks, and required immunizations.
- provide Proof of Immunization: Students must have all required immunizations completed and current prior to beginning nursing clinical courses: TB, Varicella, MMR, Hepatitis B series (HEPVAC). HEPVAC requires that the series start around the time of application submission to ensure the six-month series is entirely complete by January.
- be certified in cardiopulmonary resuscitation for health care providers prior to beginning the nursing courses and re-certified as necessary until after graduation.
- willing and able to travel outside of the Plymouth area to complete the clinical experiences and provide own transportation.

Graduation Requirements

- Credits in the major: 56 credit hours. The last 10 courses must be taken at PSU (30 credits).
- Graduation: 120 credit hours are required to complete the B.S. in Nursing and a minimum of 2.5 GPA in the major and grade of “C” or better is required in all nursing courses.

RN Completion Option

- Admissions requirements: Associate's degree in Nursing and current unencumbered NH license as an RN. All RN completion candidates must be admitted to the university and to the nursing major.
- Prerequisite courses for RNs wishing to complete a baccalaureate degree in nursing are available. Courses for the completion program must be taken in a 4 semester sequence with a two credit introductory course. Eight credits of coursework are required for each of the 4 semesters. Clinical courses are taught in communities utilizing hospitals, health departments, home health agencies, private physician offices, schools, nursing homes and other agencies in the final two semesters.

Curriculum Planning Guide

B.S. in Nursing

Plymouth Requirements	Credits	Gen ed	Transfer course title	Credits	To be taken
Nursing Prerequisite Courses					
BI 2110 Anatomy & Physiology I	4				
BI 2120 Anatomy & Physiology II	4				
BI 2140 Microbiology for Nurses	4				
BI 2130 Genetics for Nurses	3				
HE 3220 Applied Nutrition (or Biochemistry, e.g., for transfer students; however then another TECO would be required)	3	TECO	Technology Connection		
PS 2010 Intro to General Psychology	3				
PS 2050 Life-Span Developmental Psych	3				
MA 2300 Statistics	3	MATH	Math Foundations	27 prereqs	
Required Nursing courses					
NR 3010 Intro to Professional Nursing	2				
NR 3020 Intro to Patient-Centered Care	3	DICO	Diversity Connection		
NR 3030 Pharmacology and Pathophysiology	3				
NR 3040 Professional Issues	3				
NR 3050 Clinical Application of Patient-Centered Care	4	TECO	Technology Connection		
NR 3060 Evidence-Based Practice	3				
NR 3070 Health and Wellness of Older Adults	3	WECO	Wellness Connection		
NR 3080: Legal, Ethical and Organizational Foundations for Nursing	3				
NR 3090 Clinical Evidence-Based Practice	4				
NR 4010 Teamwork and Collaborative Care	3				
NR 4020 Community Care of Aggregates	3	GACO	Global Connection		
NR 4030 Specialty Nursing Practice	3				
NR 4040 Clinical Applications in Specialty Settings	4				
NR 4050 Nursing Leadership	3				
NR 4060 Research Process and Evidence-Based Practice	3	WRCO QRCO	Writing Connection & Quantitative Reasoning Connection		
NR 4070 Professional Nursing Roles and Issues	3				
NR 4080 Leadership and Quality Improvement in Clinical Settings	6	INCO	Integration Connection	56 nursing requirements	
General Education					
EN 1200 Composition	3				
IS 1111 The First Year Seminar	3		Transfers entering 24+ credits excused		
MA Math Foundation (Statistics required) see above					
CTDI Creative Thought Direction	3	CTDI			
CTDI Creative Thought Direction	3	CTDI			
PPDI Past and Present Direction	3	PPDI			
PPDI Past and Present Direction	3	PPDI			
SSDI Self and Society Direction	3	SSDI			
SSDI Self and Society Direction	3	SSDI		24 gen ed reqs	
Electives	13			13electives	
Total				120 credits	

New Courses Course Descriptions

BI 2140: Microbiology for Nurses

4 credits

Bacteria are essential to human health and responsible for infectious disease. This course is designed to introduce nursing majors to microorganisms with a particular emphasis on how they pertain to clinical concerns. The laboratory component of this course will focus on using traditional microbiology & modern molecular biology techniques to identify unknown bacterial isolates. Prerequisite: Nursing majors only.

BI 2130: Genetics for Nurses

3 credits

Advances in genetics have revolutionized modern medical approaches to diagnosis, management, and treatment of disease. As a result, understanding the role genetics plays in human health is becoming essential for healthcare providers. The first half of this course will focus on understanding the basic principles of human genetics, while the second half of the course will specifically consider topics related to clinical practice such as diagnosis of genetic conditions, newborn screening, gene therapy, and ethical principles of genetic healthcare. Prerequisite: Nursing majors only.

NR 3010: Introduction to Professional Nursing

2 credits

This course is designed to provide an overview of baccalaureate nursing practice and is the precursor course in the baccalaureate nursing curriculum. The purpose of this course is to explicate the values and philosophy of the Department of Nursing and help students develop an understanding of issues confronting professional nurses. Emphasis is on history, trends, policy issues and the inter-relatedness of these factors with socio-cultural forces affecting the quality, nature and delivery of basic nursing care. Prerequisite: Nursing majors only.

NR 3020: Introduction to Patient-Centered Care

3 credits

The purpose of this course is to introduce nursing students to the theoretical framework encompassing the knowledge, attitudes and skills required to practice as a nurse in the future. Students learn to provide individualized care that recognizes patient's preferences, values and needs and respects the patient or designee as a full partner in providing compassionate, coordinated, appropriate, safe and effective care. Prerequisite: Nursing majors only. (DICO)

NR 3030: Pharmacology and Pathophysiology

3 credits

The focus of this course is on the principles of disease and disease mechanisms including pathophysiology and their pharmacological treatments. Principles of infection, anti-infection agents, drug absorption and metabolism are examined. Pathophysiology including signs and symptoms of selective systems, e.g., cardiovascular, respiratory, and gastrointestinal systems are studied. Clinical assessment, analysis of clinical information, and clinical decision-making are addressed. Prerequisite: Nursing majors only.

NR 3040: Professional Issues

3 credits

This course introduces students to concepts of career development in Nursing and the need for a long term plan for career development. It focuses on roles and responsibilities within health care and professional organizations as they relate to nursing practice. Current and future issues

related to providing quality nursing care are examined. Prerequisite: Nursing majors only.

NR 3050: Clinical Applications of Patient-Centered Care **4 credits**

This course introduces clinical skills as a foundation of nursing practice. The course focuses on clinical and technical skills basic to the practice of nursing across the lifespan. Students are introduced to the holistic care of clients, beginning clinical decision-making and foundational therapeutic nursing interventions requiring the use of various medical technologies. Correct use of technology is required to provide safe and effective care. Nursing process, documentation utilizing a computerized medical record, therapeutic communication skills, aseptic technique and medication administration are included as well as other fundamental nursing and technical skills. Prerequisite: Nursing majors only. (TECO)

NR 3060 Evidence-based Practice **3 credits**

This course develops the knowledge necessary to identify, apply, and evaluate the best current evidence to develop clinical expertise, as well as consider adults' and families' preferences, experience and values to make practice decisions. Prerequisite: Nursing majors only.

NR 3070 Health and Wellness of Older Adults **3 credits**

This course focuses on the needs of older adults with consideration given to developmental factors and cultural variables employed in patient choices for wellness, treatment or palliative care. It incorporates wellness initiatives, prioritizing care needs, family and patient teaching, and planning for end-of-life care. Prerequisite: Nursing majors only. (WECO)

NR 3080: Legal, Ethical and Organizational Foundations for Nursing **3 credits**

This course examines the structure of health care systems as well as the laws and ethical principles that guide professional nursing practice in the current healthcare delivery system. Critical thinking is used to analyze the impact of personal, professional, societal, and client system values on ethical decision making. The interrelationships among a variety of health care provider roles are discussed. Prerequisite: Nursing majors only.

NR 3090: Clinical Evidence-based Practice **4 credits**

This course provides the experience of applying evidence and skills in caring for adult clients, including the elderly. These clinical experiences promote disciplined decision-making, facilitate positive patient care outcomes, and strive for error reduction using nursing informatics to document nursing care and outcomes of patient care to communicate with others. Prerequisite: Nursing majors only.

NR 3100: Holistic Health Care Practices **3 credits**

This course examines holistic health care and alternative healing practices that emphasize the mind-body connection and complement traditional medicine practices. It introduces students to eastern practices (e.g., acupuncture, yoga), homeopathy, and other approaches including meditation, hypnosis, nutritional and herbal-based therapies. Legal, ethical, and policy issues raised by the delivery of these therapies are considered. Prerequisite: Nursing majors only.

NR: 3110 Health Care Informatics **3 credits**

This course integrates nursing science with computer technology and information science. It explores the emerging health informatics field and how the acquisition, storage, management and of information can play a critical role in enhancing the quality of care, reducing the costs of delivery and addressing population health issues. This course provides focuses on the role of

information systems in health care organizations. Emphasis is on technology based health applications which support clinical, administrative, research, and educational decision making enhancing the efficacy of nursing endeavors. Prerequisite: Nursing majors only.

NR 4010: Teamwork and Collaborative Care **3 credits**

This course promotes integration of patient-centered care and evidence-based practice preparing the student to provide nursing care to population aggregates and function effectively within nursing and interdisciplinary teams. Emphasis is on fostering open communication, mutual respect, shared decision-making, and team learning and development. Prerequisite: Nursing majors only.

NR 4020: Global Health and Population-based Health Care **3 credits**

This course prepares the nurse for the practice of population-based care with patients of diverse backgrounds. Students examine the historic, contemporary and futuristic perspectives of the development of community and public health nursing as well as its principles and theories building on the social sciences and epidemiology (population-based factors associated with health and illness). Prerequisite: Nursing majors only. (GACO)

NR 4030: Specialty Nursing Practice **3 credits**

This course introduces students to concepts of nursing with women and children in a variety of settings. Focus is on wellness, children and health in schools and women in the workplace. A holistic perspective of health serves as the foundation. This framework emphasizes the nurse-client relationship as part of the caring approach that embraces the emotional, spiritual and cultural needs in addition to physical needs of the client. Prerequisite: Nursing majors only.

NR 4040: Clinical Applications in Specialty Settings

4 credits for B.S. in Nursing students

2 credits for B.S. Completion students

Students apply nursing knowledge and skills in community health, occupational health, child-bearing and child rearing agencies, and function as a member of a health care team to ensure positive outcome. Clinical sites will include community clinics, rural hospitals, long-term care centers, senior centers, day care centers, schools, OB clinics and acute care including ante-partum labor/delivery sites, post-partum sites and newborn nursery sites. Prerequisite: Nursing majors only.

NR 4050: Nursing Leadership **3 credits**

The role of the nurse as leader and manager of a healthcare team is examined using concepts and theories of organization, management, leadership, change, decision making, and group process. Findings of current research related to nursing management and leadership are discussed. Students gain understanding of how nursing leadership influences patient care and team functioning in practice. Focus is on the use of outcome data to evaluate nursing care delivery systems and to propose performance improvement initiatives. Prerequisite: Nursing majors only.

NR 4060: Research Process and Evidence-based Practice **3 credits**

This course explores the principles and methods of research and emphasizes the application of research in nursing as a product and process. It prepares students to critically read research articles and relate the value of that research to nursing practice and client outcomes. Students develop a research problem and conduct a literature review. Emphasis is on the importance of

utilizing research and communicating research problems and results in a research team and to utilize nursing research in their practice. Prerequisite: Nursing majors only. (WRCO, QRCO)

NR 4070 Professional Nursing Roles and Issues

3 credits

Focus is on the use of outcome data to evaluate nursing care delivery systems and to propose performance improvement initiatives. Consideration of practice issues, policy debates and solutions are emphasized. Students gain understanding on how nursing leadership influences patient care and team functioning in practice. Prerequisite: Nursing majors only.

NR 4080 Leadership and Quality Improvement in Clinical Settings

6 credits for B.S. in Nursing students

3 credits for B.S. Completion students

This clinical capstone course provides experience as a nursing leader to direct the provision of quality health care by interdisciplinary teams. These clinical experiences promote decision-making skills, managerial skills within health care organizations, implementation of quality control methods, and the application of research in nursing practice. Integration and application of knowledge from multiple disciplines (e.g., biology, psychology, sociology, technology) are required for effective patient care. The focus is on transition to the professional nursing role, recognizing the organizational, social, political, economic, ethical, and legal context in which interdisciplinary healthcare is delivered in acute and/or community clinical settings. Contracts are completed with preceptors as mentors. Prerequisite: Nursing majors only. (INCO)

Resources

The BS in Nursing will have a cohort of 32 full-time nursing students and the BS completion program will enroll approximately 10-20 part-time students. The Nursing program will be self-sustaining and will return a positive net contribution to the university operations.

To develop this major will require the creation of the Department of Nursing. Four-five tenure-track nursing faculty will be hired as well as one additional faculty member in the department of Biological Sciences.

The nursing faculty will be housed on the second floor of Mary Taylor House, the former location of the Criminal Justice Department. They will share an Administrative Assistant with Social Work. Classes will be taught primarily Fridays and Saturdays, making use of space when facilities are currently underutilized.

We are partnering with Speare Memorial Hospital who will provide unlimited access to library resources and one office on-site for nursing faculty.

Start-up funds were approved by the University System BOT for the first two years while the program is ramping up. Once fully operational, a positive net margin of approximately \$500,000 will be returned to the university operating budget.